

## Article - Education

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§23-608.

(a) (1) Except as provided in paragraph (2) of this subsection, the employer and the certified exclusive representative shall reach an agreement by March 1 of the year a collective bargaining agreement will expire.

(2) The employer and the certified exclusive representative mutually may agree to extend negotiations for a period not to extend past June 30 of the year a collective bargaining agreement will expire.

(b) An impasse is reached during the negotiations between the employer and the certified exclusive representative if the employer and the certified exclusive representative do not reach an agreement by:

(1) March 1 of the year a collective bargaining agreement will expire;  
or

(2) The date to which negotiations were extended under subsection (a)(2) of this section.

(c) (1) If an impasse is reached under subsection (b) of this section, the employer and the certified exclusive representative shall submit a final offer to the other party within 24 hours of the impasse being reached.

(2) Unless the impasse reached under subsection (b) of this section has been resolved, the dispute and the final offers shall be submitted to the Federal Mediation and Conciliation Service within 5 days after the impasse is reached.

(d) (1) Within 30 days after the dispute is submitted to the Federal Mediation and Conciliation Service under subsection (c)(2) of this section, a mediator appointed by the Federal Mediation and Conciliation Service shall:

(i) Meet with the Director and the certified exclusive representative; and

(ii) Make written findings of fact and recommendations for the resolution of the dispute.

(2) Copies of the mediator's written findings and recommendations shall be submitted to the Director and the certified exclusive representative.

(3) Any costs associated with this subsection shall be shared equally by the employer and the certified exclusive representative.

(e) (1) The Director and certified exclusive representative shall meet within 5 days after the conclusion of mediation held under subsection (d) of this section to reach a voluntary resolution of the dispute.

(2) If the Director and the certified exclusive representative do not reach a voluntary resolution of the dispute under paragraph (1) of this subsection, the Director shall submit to the Board:

(i) The final offer of the Director;

(ii) The final offer of the certified exclusive representative; and

(iii) The written findings and recommendations of the mediator.

(3) The Board may:

(i) Select one of the proposals submitted under paragraph (2) of this subsection; or

(ii) Reject all proposals submitted under paragraph (2) of this subsection and require the dispute to be submitted for mediation in accordance with this section.

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